



# Leader Empathy

TASK: Discuss Leader Empathy

CONDITIONS: Leader facilitated group discussion

STANDARDS: Soldiers and Leaders understand expectations of what a Leader with Empathy is versus a Leader who Coddles and displays Sympathy

REFERENCE(S): ADP/ADRP 6-22 Army Leadership;  
Dictionary.com



# Leader Empathy

## MAIN POINT #1 What is Empathy, why is it important?

- Essential internal element of a Leaders Character
- the intellectual identification with, or vicarious experiencing of the feelings, thoughts, or attitudes of another. (ability to put oneself into another's shoes through experience)
- Allows a leader to see something from another person's point of view, to identify with, and enter into another person's feelings and emotions.
- Enables the Army leader to better interact with others to include individuals, cultures, beliefs, civilians, victims of disasters and families.



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## MAIN POINT #2 What is Coddling and Sympathy

- Coddling: to treat tenderly; nurse or tend indulgently; pamper. Synonyms: Indulge, baby, humor, spoil
- Sympathy: the fact or power of sharing the feelings of another, especially in sorrow or trouble; fellow feeling, compassion, or commiseration
- Easily confused with empathy. Sympathy is a broad term that signifies a general kinship with another's feelings, no matter of what kind.



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## MAIN POINT #3 Examples of Empathy vs. Sympathy / Coddling

- Situation: Soldier has been on a long term profile and gained weight causing him to be not in compliance with AWCP.
- Sympathy/Coddling Example: You rationalize and excuse his non compliance with AR 600-9 because of the profile. You ignore the non-compliance with an Army Standard because of all of his other strong great traits and performance.
- Empathy: You feel for the Soldiers situation as you have also been on profile and remember not being able to conduct work outs like you were use to. You get involved with the Soldier when he first goes on profile prior to him becoming overweight and help him develop a dietary and modified PRT program to ensure he stays in compliance with AR 600-9.